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APPENDIX D (replacement)
DoD HFACS 7.0 NANOCODES

1. Acts. Acts are factors that are most closely tied to the mishap, and can be described as active failures or actions committed by the operator that results in human error or unsafe situation.

a. Errors (AE000). Errors are factors in a mishap when mental or physical activities of the operator fail to achieve their intended outcome as a result of skill-based, perceptual, or judgment and decision making errors leading to an unsafe situation. Errors are unintended.

(1) Performance-Based Errors (AE100). Performance-Based Errors are factors when a specific action is performed in a manner that leads to a mishap.

(a) AE101 Unintended Operation of Equipment. Unintended Operation of Equipment is a factor when an individual's movements inadvertently activate or deactivate equipment, controls or switches when there is no intent to operate the control or device. This action may be noticed or unnoticed by the individual.

(b) AE102 Checklist Not Followed Correctly. Checklist Not Followed Correctly is a factor when the individual, either through an act of commission or omission, makes a checklist error or fails to run an appropriate checklist.

(c) AE103 Procedure Not Followed Correctly. Procedure Not Followed Correctly is a factor when a procedure is performed incorrectly or accomplished in the wrong sequence.

(d) AE104 Over-controlled or Under-controlled Aircraft or Vehicle or System. Over-controlled or Under-controlled Aircraft or Vehicle or System is a factor when an individual responds inappropriately to conditions by either over-controlling or under-controlling the aircraft or vehicle or system. The error may be a result of preconditions or a temporary failure of coordination.

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(e) AE105 Breakdown in Visual Scan. Breakdown in Visual Scan is a factor when the individual fails to effectively execute visual scan patterns.

(f) AE107 Rushed or Delayed a Necessary Action. Rushed or Delayed a Necessary Action is a factor when an individual takes the necessary action as dictated by the situation but performs these actions too quickly or too slowly.

(2) Judgment and Decision-Making Errors (AE200). Judgment and Decision-Making Errors are factors when an individual proceeds as intended, yet the plan proves inadequate or inappropriate for the situation - usually "an honest mistake."

(a) AE201 Inadequate Real-time Risk Assessment. Inadequate Real-time Risk Assessment is a factor when the individual fails to adequately evaluate the risks associated with a particular course of action and this faulty evaluation leads to an inappropriate decision and subsequent unsafe situation.

(b) AE202 Failure to Prioritize Tasks Adequately. Failure to Prioritize Tasks Adequately is a factor when based on accepted prioritization techniques; the individual does not organize the tasks needed to manage the immediate situation.

(c) AE205 Ignored Caution or Warning. Ignored Caution or Warning is a factor when a caution or warning is perceived and understood by the individual but is ignored by the individual.

(d) AE206 Wrong Choice of Action During an Operation. Wrong Choice of Action During an Operation is a factor when the individual, through faulty logic or erroneous expectations, selects the wrong course of action.

b. Violations (AV000). Violations are factors when the individual intentionally breaks the rules and instructions. "Violations are deliberate."

(a) AV001 Performs Work-around Violation. Work-around Violation is a factor when the consequences or risk of violating published procedures was recognized, consciously assessed and honestly determined by the individual, crew or team to be the best course of action. Routine "work-arounds" and unofficial

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procedures that are accepted by the community as necessary for operations are also captured under this code.

(b) AV002 Commits Widespread or Routine Violation.

Widespread or Routine Violation is a factor when a procedure or policy violation is systemic in a unit or setting and not based on a risk assessment for a specific situation. It needlessly commits the individual, team, or crew to an unsafe course of action. These violations may have leadership sanction and may not routinely result in disciplinary or administrative action. Habitual violations of a single individual or small group of individuals within a unit can constitute a routine or widespread violation if the violation was not routinely disciplined or was condoned by supervisors.

(c) AV003 Extreme Violation - Lack of Discipline.

Extreme violation is a factor when an individual, crew or team intentionally violates procedures or policies without cause or need. These violations are unusual or isolated to specific individuals rather than larger groups. There is no evidence of these violations being condoned by leadership. These violations may also be referred to as "exceptional violations."

2. Preconditions. Preconditions are factors in a mishap if active or latent preconditions such as conditions of the operators, environmental or personnel factors affect practices, conditions or actions of individuals and result in human error or an unsafe situation.

a. Environmental Factors (PE000). Environmental Factors are factors in a mishap if physical or technological factors affect practices, conditions and actions of individual and result in human error or an unsafe situation.

(1) Physical Environment (PE100). Factors when the environment such as weather, climate, fog, brownout (dust or sand storm) or whiteout (snow storm) affects the actions of individuals.

(a) PE101 Environmental Conditions Affecting Vision.

Environmental Conditions Affecting Vision is a factor that includes obscured windows; weather, fog, haze, darkness; smoke; brownout or whiteout (dust, snow, water, ash or other particulates); or exposure to windblast that affects the individual's ability to perform required duties.

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(b) PE103 Vibration Affects Vision or Balance.

Vibration Affects Vision or Balance is a factor when the intensity or duration of the vibration is sufficient to cause impairment of vision or adversely affect balance.

(c) PE106 Heat or Cold Stress Impairs Performance.

Heat or Cold Stress Impairs Performance is a factor when the individual is exposed to conditions resulting in compromised performance.

(d) PE108 External Force or Object Impeded an Individual's Movement. External Force or Object Impeded an Individual's Movement is a factor when acceleration forces longer than one second cause injury or prevent or interfere with the performance of normal duties. Do not use this code to capture G-induced loss of consciousness (G-LOC). See PC304.

(e) PE109 Lights of Other Vehicle, Vessel or Aircraft Affected Vision. Lights of Other Vehicle, Vessel or Aircraft Affected Vision is a factor when the absence, pattern, intensity or location of the lighting of another vehicle, vessel or aircraft prevents or interferes with safe task accomplishment.

(f) PE110 Noise Interference. Noise Interference is a factor when any sound not directly related to information needed for task accomplishment interferes with the individual's ability to perform that task.

(2) Technological Environment (PE200). Technological Environment are factors in a mishap when automation or the design of the workplace (e.g. cockpit, inside vehicle or control station) affects the actions of an individual.

(a) PE201 Seat and Restraint System Problems. Seat and Restraint System Problems is a factor when the design of the seat or restraint system, the ejection system, seat comfort has poor impact-protection qualities.

(b) PE202 Instrumentation and Warning System Issues. Instrumentation and Warning System Issues are factors when instrument factors such as design, reliability, lighting, location, symbols, size, display systems, auditory or tactile situational awareness or warning systems create an unsafe situation.

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(c) PE203 Visibility Restrictions (Not Weather Related). Visibility Restrictions (Not Weather Related) are factors when the lighting system, windshield or windscreen or canopy design or other obstructions prevent necessary visibility. This includes glare or reflections on the windshield or windscreen or canopy. Visibility restrictions due to weather or environmental conditions are captured under PE101.

(d) PE204 Controls and Switches are Inadequate. Controls and Switches are Inadequate is a factor when the location, shape, size, design, reliability, lighting or other aspect of a control or switch is inadequate.

(e) PE205 Automated System Creates an Unsafe Situation. Automated System Creates an Unsafe Situation is a factor when the design, function, reliability, symbols, logic or other aspect of automated systems creates an unsafe situation.

(f) PE206 Workspace Incompatible with Operation. Workspace Incompatible with Operation is a factor when the workspace is incompatible with the task requirements and safety for an individual.

(g) PE207 Personal Equipment Interference. Personal Equipment Interference is a factor when the individual's personal equipment interferes with normal duties or safety.

(h) PE208 Communication Equipment Inadequate. Communication Equipment Inadequate is a factor when communication equipment is inadequate or unavailable to support mission demands. This includes electronically or physically blocked transmissions. Communications can be voice, data or multisensory.

b. Physical and Mental States (PC000). Physical and Mental States are factors in a mishap if cognitive, psycho-behavioral, adverse physical state, or physical or mental limitations affect practices, conditions or actions of individuals and result in human error or an unsafe situation.

(1) Physical Problem (PC300). Physical Problem is a factor when a medical or physiological condition can result in unsafe situations.

(a) PC302 Substance Effects (Alcohol, Supplements, Medications or Drugs). Substance Effects (Alcohol, Supplements,

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Medications or Drugs) are factors when the individual uses legal or illegal drugs, supplements, energy drinks or any other substance with measurable effect that interferes with performance.

(b) PC304 Loss of Consciousness (Sudden or Prolonged Onset). Loss of Consciousness (Sudden or Prolonged Onset) is a factor when the individual has a loss of functional capacity or consciousness due to G-force induced loss of consciousness (G-LOC), seizure, trauma or any other cause.

(c) PC305 Physical Illness or Injury. Physical Illness or Injury is a factor when a physical illness, injury, deficit or diminished physical capability causes an unsafe situation. This includes preexisting and operationally related medical conditions, overexertion, motion sickness, etc.

(d) PC307 Fatigue. Fatigue is a factor causing diminished physical or mental capability resulting from chronic or acute periods of prolonged wakefulness, sleep deprivation, jet lag, shift work or poor sleep habits.

(e) PC310 Trapped Gas Disorders. Trapped Gas Disorders are factors when gasses in the middle ear, sinuses, teeth or intestinal tract expand or contract.

(f) PC311 Evolved Gas Disorders. Evolved Gas Disorders are factors when inert gas evolves in the blood causing an unsafe situation. This includes "the chokes" (pulmonary decompression sickness), central nervous system (CNS) disorder, "the bends" (decompression sickness), paresthesia or other conditions caused by inert-gas evolution.

(g) PC312 Hypoxia or Hyperventilation. Hypoxia or Hyperventilation is a factor when the individual has insufficient oxygen supply to the body or breathing above physiological demands causes impaired function.

(h) PC314 Inadequate Adaptation to Darkness. Inadequate Adaptation to Darkness is a factor when the normal human limitation of dark-adaptation rate affects safety, for example, when transitioning between aided and unaided night vision.

(i) PC315 Dehydration. Dehydration is a factor when the performance of the individual is degraded due to dehydration

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as a result of excessive fluid losses due to heat stress or insufficient fluid intake.

(j) PC317 Body Size or Movement Limitations. Body Size or Movement Limitations is a factor when the size, strength, dexterity, mobility or other biomechanical limitations of an individual creates an unsafe situation. It must be expected that the average individual qualified for that duty position could accomplish the task in question.

(k) PC318 Physical Strength and Coordination (Inappropriate for Task Demands). Physical Strength and Coordination (Inappropriate for Task Demands) is a factor when the relative physical strength and coordination of the individual are not adequate to support task demands.

(l) PC319 Nutrition or Diet. Nutrition or Diet is a factor when the individual's nutritional state or poor diet is inadequate to fuel the brain and body functions, resulting in degraded performance.

(2) State of Mind (PC200). State of Mind is a factor when an individual's personality traits, psychosocial problems, psychological disorders or inappropriate motivation creates an unsafe situation.

(a) PC202 Psychological Problem. Psychological Problem is a factor when the individual meets medical criteria for a psychiatric disorder.

(b) PC203 Life Stressors. Life Stressors are factors when the individual's performance is affected by life circumstance problems (includes relationship issues, financial stressors, recent move, etc.)

(c) PC204 Emotional State. Emotional State is a factor when the individual is under the influence of a strong positive or negative emotion and that emotion interferes with duties.

(d) PC205 Personality Style. Personality Style is a factor when the individual's personal interaction with others creates an unsafe situation. Examples are authoritarian, over conservative, impulsive, invulnerable, submissive or other personality traits that result in degraded performance.

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(e) PC206 Overconfidence. Overconfidence is a factor when the individual overvalues or overestimates personal capability, the capability of others or the capability of aircraft or vehicles or equipment.

(f) PC207 Pressing. Pressing is a factor when the individual knowingly commits to a course of action that excessively presses the individual or the equipment beyond reasonable limits (e.g., pushing self or equipment too hard).

(g) PC208 Complacency. Complacency is a factor when the individual has a false sense of security, is unaware of or ignores hazards, and is inattentive to risks.

(h) PC209 Motivation. Motivation is a factor when the individual's motivation to accomplish a task or mission is excessive, weak or indecisive, or when personal goals supersede the organization's goals.

(i) PC215 Mental Exhaustion (Burnout). Motivational Exhaustion (Burnout) is a factor when the individual has the type of exhaustion associated with the wearing effects of high operational or lifestyle tempo, when operational requirements impinge on the ability to satisfy personal requirements and leads to degraded effectiveness.

(3) Sensory Misperception (PC500). Sensory Misperception is a factor when degraded sensory inputs (visual, auditory or vestibular) create a misperception of an object, threat or situation.

(a) PC501 Motion Illusion - Kinesthetic. Motion Illusion - Kinesthetic is a factor when physical sensations of the ligaments, muscles or joints cause the individual to have an incorrect perception of orientation, motion or acceleration. (If this illusion leads to spatial disorientation, you must use code PC508.)

(b) PC502 Turning or Balance Illusion - Vestibular. Turning or Balance Illusion - Vestibular is a factor when stimuli acting on the balance organs in the middle ear cause the individual to have an incorrect perception of orientation, motion or acceleration. (If this illusion leads to spatial disorientation, you must use code PC508.)

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(c) PC503 Visual Illusion. Visual Illusion is a factor when visual stimuli result in an incorrect perception of orientation, motion or acceleration. (If this illusion leads to spatial disorientation, you must use code PC508.)

(d) PC504 Misperception of Changing Environment. Misperception of Changing Environment is a factor when an individual misperceives or misjudges altitude, separation, speed, closure rate, road or sea conditions, aircraft or vehicle location within the performance envelope or other operational conditions.

(e) PC505 Misinterpreted or Misread Instrument. Misinterpreted or Misread Instrument is a factor when the individual is presented with a correct instrument reading but its significance is not recognized, or it is misread or misinterpreted.

(f) PC507 Misinterpretation of Auditory or Sound Cues. Misinterpretation of Auditory or Sound Cues is a factor when the auditory inputs are correctly interpreted but are misleading or disorienting, or when the inputs are incorrectly interpreted and cause an impairment of normal performance.

(g) PC508 Spatial Disorientation. Spatial Disorientation is a factor when an individual fails to correctly sense a position or motion of the aircraft or vehicle or vessel or of oneself. Spatial disorientation may be unrecognized or result in partial or total incapacitation.

(h) PC511 Temporal or Time Distortion. Temporal or Time Distortion is a factor when the individual experiences a compression or expansion of time relative to reality. This is often associated with a "fight or flight" response.

(4) Mental Awareness (PC100). Mental Awareness is a factor when attention management or awareness failure affects the perception or performance of individuals.

(a) PC101 Not Paying Attention. Not Paying Attention is a factor when there is a lack of state of alertness or a readiness to process immediately available information. The individual has a state of reduced conscious attention due to a sense of security, self-confidence, boredom or a perceived absence of threat from the environment. This may often be a result of highly repetitive tasks.

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(b) PC102 Fixation ("channelized attention").

Fixation is a factor when the individual is focusing all conscious attention on a limited number of environmental cues to the exclusion of others.

(c) PC103 Task Oversaturation or Undersaturation.

Task Oversaturation or Undersaturation is a factor when the quantity of information an individual must process exceeds the person's mental resources in the amount of time available to process the information.

(d) PC104 Confusion. Confusion is a factor when the individual is unable to maintain a cohesive and orderly awareness of events and required actions and experiences a state characterized by bewilderment, lack of clear thinking, or (sometimes) perceptual disorientation.

(e) PC105 Negative Transfer. Negative Transfer is a factor when the individual reverts to a highly learned behavior used in a previous system or situation and that response is inappropriate for current task demands

(f) PC106 Distraction. Distraction is a factor when the individual has an interruption of attention or inappropriate redirection of attention by an environmental cue or mental process.

(g) PC107 Geographically Lost. Geographically Lost is a factor when the individual is at a different location from where the individual believes he or she is.

(h) PC108 Interference or Interruption.

Interference or Interruption During Task is a factor when an individual is performing a highly automated or learned task and is distracted by another cue or event that results in the interruption and subsequent failure to complete the original task or results in skipping steps in the original task.

(i) PC109 Technical or Procedural Knowledge Not Retained After Training. Technical or Procedural Knowledge Not Retained After Training is a factor when the individual fails to absorb or retain required information or is unable to recall past experience needed for safe task completion.

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(j) PC110 Inaccurate Expectation. Inaccurate Expectation is a factor when the individual expects to perceive a certain reality and those expectations are strong enough to create a false perception of the expectation.

c. Personnel Factors (PP000)

(1) Teamwork (PP100). Teamwork is a factor when interactions among individuals, crews, and teams involved with the preparation and execution of a task or mission result in human error or an unsafe situation.

(a) PP101 Failure of Crew or Team Leadership. Failure of Crew or Team Leadership is a factor when the crew or team leadership techniques failed to facilitate a proper crew or team climate, to include establishing and maintaining an accurate and shared understanding of the evolving task and plan on the part of all crew or team members.

(b) PP103 Inadequate Task Delegation. Inadequate Task delegation is a factor when the crew or team members failed to actively manage the distribution of tasks to prevent the overloading of any individual member.

(c) PP104 Rank or Position Intimidation. Rank or position Intimidation is a factor when the differences in rank of the team or crew caused the task performance capabilities to be degraded. Also, includes conditions where formal or informal authority gradient is too steep or too flat across a crew or team and this condition degrades collective or individual performance.

(d) PP105 Lack of Assertiveness. Lack of Assertiveness is a factor when an individual failed to state critical information or solutions with appropriate persistence and or confidence.

(e) PP106 Critical Information Not Communicated. Critical Information Not Communicated is a factor when known critical information was not provided to appropriate individuals in an accurate or timely manner.

(f) PP107 Standard or Proper Terminology Not Used. Standard or Proper Terminology Not Used is a factor when clear and concise terms, phrases, hand signals, etc., were not used per service standards and training.

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(g) PP108 Failed to Effectively Communicate. Failed to Effectively Communicate is a factor when communication is not understood or is misinterpreted as the result of behavior of either sender or receiver. Effective communication includes backing up, supportive feedback and acknowledgement to ensure that personnel correctly understand announcements or directives.

(h) PP109 Task or Mission Planning or Briefing Inadequate. Task or Mission Planning or Briefing Inadequate is a factor when an individual, crew or team failed to complete all preparatory tasks associated with planning or briefing the task or mission.

3. Supervision. Supervision is a factor in a mishap if the methods, decisions or policies of the supervisory chain of command directly affect practices, conditions, or actions of the individual(s).

a. Supervisory Violations (SV000). Supervisory Violations are factors when supervision willfully disregards instructions or policies.

(1) SV001 Failed to Enforce Existing Rules (Supervisory Act of Omission). Failed to Enforce Existing Rules (Supervisory Act of Omission) is a factor when operating rules have not been enforced by authority supervisor.

(2) SV002 Allowing Unwritten Policies to Become Standard. Allowing Unwritten Policies to Become Standard is a factor when unwritten or unofficial policy is perceived and followed by the individual, although it has not been formally recognized by the organization.

(3) SV003 Directed Individual to Violate Existing Regulations. Directed Individual to Violate Existing Regulations is a factor when a supervisor directs a subordinate to violate existing regulations, instructions or technical guidance.

(4) SV004 Authorized Unqualified Individuals for Task. Authorized Unqualified Individuals for Task is a factor when an individual has not met the general training requirements for the job or weapon system and is considered non-current but supervision or leadership allows the individual to perform the task.

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b. Planned Inappropriate Operations (SP000). Planned Inappropriate Operations are factors when supervision fails to adequately plan or assess the hazards associated with an operation and allows for unnecessary risk.

(1) SP001 Directed Task Beyond Personnel Capabilities. Directed Task Beyond Personnel Capabilities is a factor when supervisor or management directs personnel to undertake a task beyond their skill level or beyond the capabilities of their equipment.

(2) SP002 Inappropriate Team Composition. Inappropriate Team Composition is a factor when the makeup of the crew or teams should have reasonably raised safety concerns in the minds of members involved in the task or in any other individual directly related to the scheduling of this task.

(3) SP003 Selected Individual with Lack of Current or Limited Experience. Selected Individual with Lack of Current or Limited Experience is a factor when the supervisor selects an individual whose experience is not sufficiently current or proficient to permit safe task execution.

(4) SP006 Performed Inadequate Risk Assessment or Mitigation - Formal. Performed Inadequate Risk Assessment and or Mitigation - Formal is a factor when supervision does not adequately evaluate or mitigate the risks associated with a task or when pre-mission risk assessment tools or programs are inadequate.

(5) SP007 Authorized Unnecessary Hazard. Authorized Unnecessary Hazard is a factor when supervision authorizes an activity or task that is unnecessarily hazardous without sufficient cause or need.

b. Inadequate Supervision (SI000). Inadequate Supervision is a factor when department-level or command-level supervision proves inappropriate or improper or fails to identify hazards, recognize and control risk or provide guidance, training or oversight.

(1) SI001 Supervisory or Command Oversight Inadequate. Supervisory or Command Oversight Inadequate is a factor when the availability, competency, quality or timeliness of leadership, supervision or oversight does not meet task demands.

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Inappropriate supervisory pressures are also captured under this code.

(2) SI002 Improper Role-Modeling. Improper Role-Modeling is a factor when the individual's learning is influenced by the behavior of supervisors and when that learning manifests itself in actions that are either inappropriate to the individual's skill level or violate standard procedures.

(3) SI003 Failed to Provide Proper Training. Failed to Provide Proper Training is a factor when one-time or recurrent training programs, upgrade programs, transition programs or any other local training is inadequate or unavailable, etc. Note: The failure of an individual to absorb the training material in an adequate training program does not indicate a training program problem.

(4) SI004 Failed to Provide Appropriate Policy or Guidance. Failed to Provide Appropriate Policy or Guidance is a factor when policy or guidance, or a lack of policy or guidance, leads to an unsafe situation.

(5) SI005 Personality Conflict with Supervisor. Personality Conflict with Supervisor is a factor when a supervisor and individual member experience a "personality conflict" that leads to a dangerous error in judgment or action.

(6) SI006 Lack of Supervisory Responses to Critical Information. Lack of Supervisory Responses to Critical Information is a factor when information critical to a potential safety issue was provided but supervisory or management personnel failed to act upon it (failure to close the loop).

(7) SI007 Failed to Identify or Correct Risky or Unsafe Practices. Failed to Identify or Correct Risky or Unsafe Practices is a factor when a supervisor fails to identify or correct risky behaviors or unsafe tendencies and or or fails to institute remedial actions. This includes hazardous practices, conditions or guidance.

(8) SI008 Selected Individual with Lack of Proficiency. Selected Individual with Lack of Proficiency is a factor when a supervisor selects an individual that is not proficient in a task, mission or event.

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4. Organizational Influences. Are factors in a mishap if the communications, actions, omissions or policies of upper-level management directly or indirectly affect supervisory practices, conditions or actions of the operator(s) and result in system failure, human error or an unsafe situation.

a. Resource Problems (OR000). Resource Problems are factors when resources influence system safety, resulting in inadequate error management or creating an unsafe situation.

(1) OR001 Command and Control Resources Are Deficient. Command and Control Resources Are Deficient is a factor when installation resources are inadequate for safe operations. Examples include command and control, airfield services, battle group management, etc.

(2) OR003 Inadequate Infrastructure. Inadequate Infrastructure is a factor when support facilities (dining, exercise, quarters, medical care, etc.) or opportunity for recreation or rest are not available or adequate. This includes situations where leave is not taken for reasons other than the individual's choice.

(3) OR005 Failure to Remove Inadequate or Worn-out Equipment in a Timely Manner. Failure to Remove Inadequate or Worn-out Equipment in a Timely Manner is a factor when the process through which equipment is removed from service is inadequate.

(4) OR008 Failure to Provide Adequate Operational Information Resources. Failure to Provide Adequate Operational Information Resources is a factor when weather, intelligence, operational planning material or other information necessary for safe operations planning is not available.

(5) OR009 Failure to Provide Adequate Funding. Failure to Provide Adequate Funding is a factor when an organization or operation does not receive the financial resources necessary to complete its assigned task or mission.

b. Personnel Selection & Staffing (OS000). Personnel Selection & Staffing are factors if personnel management processes or policies, directly or indirectly, influence system safety and result in poor error management or create an unsafe situation.

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(1) OS001 Personnel Recruiting and Selection Policies Are Inadequate. Personnel Recruiting and Selection Policies Are Inadequate is a factor when the process through which individuals are screened, brought into the service or placed into specialties is inadequate.

(2) OS002 Failure to Provide Adequate Manning or Staffing Resources. Failure to Provide Adequate Manning or Staffing Resources is a factor when the process through which manning, staffing or personnel placement or manning resource allocations are inadequate for task or mission demands.

c. Policy & Process Issues (OP000). Policy and Process Issues are factors in a mishap if these processes negatively influence performance and result in an unsafe situation.

(1) OP001 Pace of Ops-Tempo or Workload. Pace of Ops-Tempo or Workload is a factor when the pace of deployments, workload, additional duties, off-duty education, professional military education (PME) or other workload-inducing conditions of an individual or unit creates an unsafe situation.

(2) OP002 Organizational Program or Policy Risks Not Adequately Assessed. Organizational Program or Policy Risks Not Adequately Assessed is a factor when the potential risks of a large program, operation, acquisition or process are not adequately assessed and this inadequacy leads to an unsafe situation.

(3) OP003 Provided Inadequate Procedural Guidance or Publications. Provided Inadequate Procedural Guidance or Publications is a factor when written directions, checklists, graphic depictions, tables, charts or other published guidance are inadequate, misleading or inappropriate.

(4) OP004 Organizational (Formal) Training Is Inadequate or Unavailable. Organizational (Formal) Training Is Inadequate or Unavailable is a factor when one-time or initial training programs, upgrade programs, transition programs or other training that is conducted outside the local unit are inadequate or unavailable, etc.

(5) OP005 Flawed Doctrine or Philosophy. Flawed Doctrine or Philosophy is a factor when the doctrine, philosophy or concept of operations in an organization is flawed or accepts

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unnecessary risk that leads to an unsafe situation or unmitigated hazard.

(6) OP006 Inadequate Program Management. Inadequate Program Management is a factor when programs are implemented without sufficient support, oversight or planning.

(7) OP007 Purchasing or Providing Poorly Designed or Unsuitable Equipment. Purchasing or Providing Poorly Designed or Unsuitable Equipment is a factor when the processes through which aircraft, vehicle, equipment or logistical support is acquired allows inadequacies or when design deficiencies allow inadequacies in the acquisition

d. Climate or Cultural Influences (OC000). Climate or Cultural Influences are factors when the working atmosphere within the organization influences individual actions, resulting in human error (e.g. command structure, policies and working environment)

(1) OC001 Organizational Culture (Attitude or Actions) Allows for Unsafe Task or Mission. Organizational Culture (Attitude or Actions) Allows for Unsafe Task or Mission is a factor when explicit or implicit actions, statements or attitudes of unit leadership set unit or organizational values (culture) that allow an environment in which unsafe task or mission demands or pressures exist.

(2) OC003 Organizational Overconfidence or Under confidence in Equipment. Organizational Overconfidence or Under confidence in Equipment is a factor when there is organizational over- or under confidence in an aircraft, vehicle, device, system or any other equipment.

(3) OC004 Unit Mission, Aircraft, Vehicle or Equipment Change or Unit Deactivation. Unit Mission, Aircraft, Vehicle, Equipment Change or Unit Deactivation is a factor when the process of changing missions, aircraft or vehicle or equipment or an impending unit deactivation creates an unsafe situation.

(4) OC005 Organizational Structure Is Unclear or Inadequate. Organizational Structure Is Unclear or Inadequate is a factor when the chain of command of an individual or structure of an organization is confusing, non-standard or inadequate and this creates an unsafe situation.